

Joan Lovelace  
7/31/08

Officer Olson  
7/31/08

### WHNS - EEO Public File Report

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from August 1, 2005 to July 31, 2006 entitled the "**Recruitment Sources Report**" which includes the following information:

- \*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.
- \*The Recruitment Sources used to fill those job vacancies, identified by name.
- \*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

- \*Each Recruitment Source listed by name, contact name, address and phone number.
- \*The total number of persons interviewed for job vacancies between August 1, 2005 to July 31, 2006.

3. A brief description of Recruitment Initiatives.

# **WHNS Recruitment Sources Report**

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File.

**Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2005 to July 31, 2006:**  
For the period of August 1, 2005 to July 31, 2006, WHNS filed the following job vacancies as defined by the FCC EEO rules.

## **YTD Recruiting Sources Report**

Job Vacancies: August 1, 2005 to July 31, 2006

TID Recruiting Sources Report																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Recruiting Sources: August 1, 2005 to May 31, 2006																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Recruiting Sources (Post as Filed Date)	Position Title VWRT Spots Anchor/Reporter 8/1/05			PT Studio Technician 8/1/05			Local Sales Account Executive 8/2/05			Creative Services Director 8/2/05			Sports Reporter/ Photographer 8/2/05			Local Sales Account Executive 8/2/05			Photographer/ Editor 8/2/05			Senior Promotion Producer 8/2/05			News Producer 8/2/05			Chief Engineer 10/1/05			News Writer 10/1/05			PT Studio Technician 10/1/05			Local Sales Account Executive 10/1/05			Local Sales Account Executive 10/2/05			Art Director 10/31/05			National Sales Assistant 11/7/05			Marketing Director 11/21/05																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS	RSO	X	HS																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
AAJA - Asian American Journalists Assoc.		X																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														</

\* There was a departure from normal recruitment procedures for this position due to station specific needs.

### **Key:**

RSO-Requesting Sources/Organizations that requested and received the job vacancy notice.

X= Represents All Recruiting Sources that received the job vacancy notice.

HS= Referral Source

HS=Recruitment Source that referred Hire.

UNER-Hire was referred by Industry Referral/Employee Referral.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

# WHNS Recruitment Sources Report

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080(c)(6), is filed on the WHNS website and in the WHNS Public File.

Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2005 to July 31, 2006  
For the period of August 1, 2005 to July 31, 2006, WHNS filed the following job vacancies as defined by the FCC EEO rules.

## YTD Recruiting Sources Report

Recruiting Sources (Position Filled Date)	Job Vacancies: August 1, 2005 to July 31, 2006																							
	Position Title PT Studio Technician 11/25/05	News Anchor/ Reporter 1/9/2006	Director/ Technical Director 11/7/2005	Photographer/ Editor 1/23/2006	Maintenance Engineer 2/6/2006	Local Sales Account Executive 2/13/2006	Morning Newscast Reporter 2/13/2006	Director/ Technical Director 2/13/2006	Morning Meteorologist 2/13/2006	Morning Editor 2/20/2006	Morning Photographer 2/27/2006	Morning Photo Editor 2/17/2006	Photographer/ Editor - PM 2/27/2006	PT - Morning News Writer 2/27/2006	Morning #1 News Producer 3/6/2006	Morning #1 News Anchor 3/6/2006	Morning #2 News Producer 3/13/2006							
AAJA - Asian American Journalists Assoc.	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS
AAJRT Career Line																								
Greenville Urban League	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
National Association of Black Journalists																								
National Association of Broadcasters																								
National Association of Hispanic Journalists																								
National Society of Black Engineers																								
Society of Broadcast Engineers																								
South Carolina Broadcasters Association	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Women in Communications-GVL Chapter																								
Women in Communications-National Chapter																								
Asheville Citizen Times																								
Greenville News Piedmont																								
Spartanburg Herald-Journal																								
Spots-NDots																								
Television Bureau of Advertising																								
Broadcasting Magazine																								
Television Week (Electronic Media)																								
Benedict College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Clarin University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Clemson University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Isothermal Community College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
ITT Technical Institute	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Newberry College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Greenville Technical College																								
Greenville County Workforce Development	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
North Greenville College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
South Carolina State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Ti-County Technical College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
University of South Carolina-Spartanburg	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
South Carolina Job Service	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Lander University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
MediaLine.com																								
TVJOBS.com																								
TWVEEK.com																								
medialize.com																								
mercedis.com																								
foxcarolina.com																								
careerbuzz.com																								
96pstate.com																								
varietycareers.com																								
602 Communications																								
RTNDA.org																								
Industry/Employee Referral																								
Internal Promotion																								
Networking/Walk-in																								

\* There was a departure from normal recruitment procedures for this position due to station specific needs.

## Key:

RS/O=Requesting Sources/Organizations that requested and received the job vacancy notice.

X=Represented All Recruiting Sources that received the job vacancy notice.

HS=Referral Source

HS=Recruitment Source that referred hiree.

IRER=Hiree was referred by Industry Referral/Employee Referral.

IP=Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

# WHNS Recruitment Sources Report

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080(c)(8), is filed on the WHNS website and in the WHNS Public File.

Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2005 to July 31, 2006.  
For the period of August 1, 2005 to July 31, 2006, WHNS filed the following job vacancies as defined by the FCC EEO rules.

## YTD Recruiting Sources Report

Job Vacancies: August 1, 2005 to July 31, 2006

Recruiting Sources (Position Filled Date)	Position Title Weekday Graphic Artist 3/20/2006			Morning News Writer 3/22/2006			Assistant News Director 3/22/2006			Morning #2 News Anchor 3/25/2006			General Sales Manager 4/3/2006			PT Studio Technician 5/28/2006			Weekend Graphic Artist 6/12/2006			Creative Services Writer/Producer 6/28/2006			News Reporter/ Anchor 7/10/2006			Interactive Producer 7/10/2006		
	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS	RS/Q	X	HS
AAJA - Asian American Journalists Assoc.																														
AVRT Career Line																														
Greenville Urban League	X			X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
National Association of Black Journalists																														
National Association of Broadcasters																														
National Association of Hispanic Journalists																														
National Society of Black Engineers																														
Society of Broadcast Engineers																														
South Carolina Broadcasters Association																														
Women in Communications-GVL Chapter	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Women in Communications-National Chapter																														
Asheville Citizen Times																														
Greenville News Piedmont																														
Spartanburg Herald Journal																														
Spots-N-Dots																														
Television Bureau of Advertising																														
Broadcasting Magazine																														
Television Week (Electronic Media)																														
Benedict College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Claflin University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Clemson University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Isidorena Community College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
ITT Technical Institute	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Newberry College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Greenville Technical College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Greenville County Workforce Development																														
North Greenville College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
South Carolina State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Tul-County Technical College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
University of South Carolina-Spartanburg	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
South Carolina Job Service																														
Lander University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
MediaLine.Com																														
TVJobs.com																														
TVWEEK.com																														
mediatiz.com																														
mercedh.com																														
foxcarolina.com																														
careerbuzz.com																														
gojobs.com																														
varietycareers.com																														
602 Communications																														
RTNDA.org																														
Industry/Employee Referral																														
Internal Promotion																														
Networking/Work-Is																														

\* These was a departure from normal recruitment procedures for this position due to station specific needs.

### Key:

RS/Q=Requesting Source/Organizations that requested and received the job vacancy notice.

X= Represents All Recruiting Sources that received the job vacancy notice.

HS= Referral Source

HS=Recruitment Source that referred Hire.

IR/ER-Hire was referred by Industry Referral/Employee Referral.

IP = Internal Promotion - this only applies for these job vacancies where the recruitment source process was followed and then the position was filled internally.

# WHNS INTERVIEWEE RECORDS REPORT

Job Vacancies: August 1, 2005, through July 31, 2006

This Report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.

# Interviewees	Referral Sources	Contact Name/Title*	Telephone	Fax	Address1	Address2	City	State	Zip	E-mail Address
.	AAJA - Asian American Journalists Assoc.	Albert Lee	415.346.2061	415.346.6343	Professional Programs Coordinator	1182 Market St, Suite 320	San Francisco	CA	94102	post@aaia.org
.	AWRT Career Line	Alicia Edison/Administrator	703.506.3290	703.506.3266	1595 Spring Hill Road, Suite 330		McLean	VA	22182	awrt.org site - to list page online
1	Greenville Urban League	Brenda Croft/HR Director	864.244.3862	864.244.6134	15 Regency Hill Drive		Greenville	SC	29607	ulugstata@aol.com
.	National Association of Black Journalists	Warner Williams	301.445.7100	301.445.7101	8701-A Adelphi Road		Adelphi	MD	20783-1716	nabj.org to list page online
.	on line job listing		202.429.5497	202.429.5406	Employment Clearhouse	1771 N Street, NW	Washington	DC	20036	nab.org
.	National Association of Hispanic Journalists	Job Bank Coordinator	202.662.7145	202.662.7144	Career & Opportunity Exchange	1193 National Press Building	Washington	DC	20045-2100	jobbank@nahj.org
.	National Society of Black Engineers	Administrative Team	703.549.2207	703.683.5312	1454 Duke Street		Alexandria	VA	22314	www.nsbse.org - list on-line only
.	Society of Broadcast Engineers	Scott Jones	317.253.1640	317.253.0418	9247 N. Meridian St., Suite 305		Indianapolis	IN	46260	kjones@sbe.org
1	South Carolina Broadcasters Association	on line job listing	803.777.6783	803.777.8729	USC College of Journalism	One Harbison Way, Suite 112	Columbia	SC	29212	SCBA.net to list
.	Women in Communications-Gvl Chapter	Myra Simmons	864.234.2942	864.282.8509	Greater Greenville Chapter	P.O. Box 5264	Greenville	SC	29606	msimmons@greenviltechamber.org
.	Women in Communications-National Chapter	Patricia Troy	410.544.7442	410.544.4640	1244 Ritchie Hwy, Suite 6		Arnold	MD	21012-1887	womcom.org - to list for fee
.	Ashville Citizen Times - Classified Dept	Brittany Young	828.232.5908	828.253.4882	P.O. Box 2090		Ashville	NC	28802	byyoung@ashville-gannett.com
5	Greenville News Piedmont - Classified Dept	Patty Wells	864.298.3803	864.298.4019	P.O. Box 1688		Greenville	SC	29602	pwells@greenvillanews.com
.	Spartanburg Herald Journal	Nancy Mullinax/594-6325	864.582.2104	864.594.6349	P.O. Box 1657		Spartanburg	SC	29304	classified_lineads@shj.com
13	Spots-N-Dots	Classified Dept/ Dai	888.884.8630	607.729.7331	167 Oakdale Road		Johnson City	NY	13790	selliv@aol.com
.	Television Bureau of Advertising	Classified Dept	212.486.1111	212.935.5631	TV8 Web Page	3 East 54th Street	New York	NY	10022	tvb.org - to list on line
.	Broadcasting & Cable Magazine	Katie Rosa	323.865.2089	323.549.4140	5700 Wilshire Blvd, Suite 120		Los Angeles	CA	90036	katie.rosa@readbusiness.com
.	Television Week (Electronic Media)	Marc Abrams	323.370.2415	323.658.6174	6500 Wilshire Blvd, Suite 2300		Los Angeles	LA	90048	tvweekclassifieds@crain.com
.	Benedict College	Karen Ruthford	803.256.4220	803.253.5063	Career Placement Office	1600 Harden Street	Columbia	SC	29204	rutherk@benedict.edu
1	Clemson University	Jennifer Hall	803.535.5333	803.535.5379	Office Manager	400 Magnolia Street	Orangeburg	SC	29115	jhall@clemson.edu
1	Greenville Technical College	Eddie Smith	864.656.5383	864.656.0599	Internship & Placement Office	402 Strode Tower, #314510	Clemson	SC	29634	seddie@clemson.edu
.	Isothermal Community College	Betty Vaughn	864.250.8222	864.250.8211	Career Placement Office	P.O. Box 5816	Greenville	SC	29670	www.greenvilletech.com (to post)
.	ITT Technical Institute	Jay Coomes	828.286.3536	828.286.4014	Career Placement Office	P.O. Box 804	Spindale	NC	28160	jcoomes@isothermal.edu
.	Newberry College	Tacoma Yarrrell	864.288.0777	864.297.0930	Career Services Specialist	Six Independence Point	Greenville	SC	29615	tyarell@itt-tech.edu
1	North Greenville College	Travis Ballenger	803.321.5149	803.321.5145	Director of Career Services	2100 College Street	Newberry	SC	29108	travis.ballenger@newberry.edu
.	North Greenville College	Toney Parks	864.977.7122	864.977.7021	Career Placement Office	7801 N. Tigerville Rd., Box 1892	Tigerville	SC	29688	tparks@ngcc.edu
.	South Carolina State University	Linwood A. Hagin, PH.D.	864.977.7137	864.977.7021	Chair, Mass Communication Dept.	P.O. Box 1892	Tigerville	SC	29688	LAHagin@ngcc.edu
.	Tri-County Technical College	Anna Halger	803.536.7000	803.533.3630	Career Placement Office	300 College Street	Orangeburg	SC	29117	careercenter@scsu.edu
.	University of South Carolina-Spartanburg	Pamela Rice	864.646.1577	864.646.1890	Career Placement Office	P.O. Box 587	Pendleton	SC	29670	jobplace@tcl.edu (to post)
2	South Carolina Job Service	John Montemayor	864.503.5124	864.503.5931	Career Placement Office	800 University Way	Spartanburg	SC	29303	jmontemayor@uscupstate.edu
.	Lander University	Jane Harden/Gloria Griffin	864.242.3531	864.232.1544	Attn: Greenville Work Force Center	PO Box 328	Greenville	SC	29602	griffin@scas.org
.	Greenville County Workforce Development	Allison Wooten	864.388.8243	864.388.8809	Career Placement Office	320 Stanley Avenue	Greenwood	SC	29649	awooten@landar.edu
1	Medialine.Com	Yvonne Davis	864.467.8095	864.467.8095	301 University Ridge, Ste 1500		Greenville	SC	29601	Ydavis@greenvilletechcounty.org
14	TVJOBS.com	Mark Shilstone	831.648.5200	831.648.5204	P.O. Box 51909		Pacific Grove	CA	93950	Medialine.com
2	TVWEEK.com	Mark Holloway	760.754.8177	760.754.2115						tvjob.com
2	b-roll.net	Marc Abrams	323.370.2415	323.658.6174	6500 Wilshire Blvd, Suite 2300		Los Angeles	LA	90048	twweek.com
2	602 Communications	Kevin Johnson	202.466.8942	N/A	243 17th Street SE		Washington	DC	20003	kev@b-roll.net
.	Broadcast Cable Financial Management	Graeme Newell	704.543.1426	407.540.8336	6839 Charter Hills Road		Charlotte	NC	28277	gnewell@602communications.com
2	meredith.com		847.716.7000	847.716.7004	550 W. Frontage Rd, Ste. 3600		Northfield	IL	60093	BCFM.com to list
18	foxcarolina.com									meredith.com
1	careerbuilder.com									foxcarolina.com
60	goupstate.com									
10	Industry/Employee Referral									
17	Internal Promotion									
7	Internal Candidate									
	Networking/Walk-In									
<b>TOTAL</b>	<b>159</b>									

\*If contacts change during the reporting period, note date and name changes below.

- 8/11/05 - Added ITT Technical Institute per request of Tacoma Yarrrell/ Creative Services Specialist at the Urban League Job Fair on 8/10/05.
- 8/30/05 - Added Clemson University per request of Eddie Smith in Clemson's Internship & Placement Office.
- 12/19/05 - Added new contact for TVWeek - Marc Abrams.
- 1/30/06 - Added new contact for Greenville News Piedmont - Lisa Center
- 2/22/06 - Updated new contact information for Broadcasting & Cable - Katie Rosa
- 4/20/06 - Added new contact for Greenville News Piedmont - Grotta McCall
- 6/01/06 - Added new contact for Greenville News Piedmont - Patty Davis
- 6/21/06 - Added BCFM as a Referral Source
- 6/23/06 - Added Greenville County Workforce Development per email request received from Yvonne Davis/Business Service Representative.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address, and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

**WHNS Recruitment Initiatives Report**  
August 1, 2005 through July 31, 2006

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Code of Business Conduct and Ethics Web-Based training program	August 1, 2005 - July 31, 2006	Department heads, supervisors and employees (including the General Manager) participate in the Code of Business Conduct and Ethics web-based training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and discrimination.	Meredith Corporation's EEO & Employee Relations Department
Equal Employment Opportunity Web-Based training program	August 1, 2005 - July 31, 2006	Department heads, supervisors and employees participated in the Equal Employment Opportunity web-based training program. This program reviewed discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
Internship Program	August 1, 2005 - July 31, 2006	18 students participated in the WHNS Internship Program. Interns worked in the News, Production, Graphics, Creative Services and Sales departments. These interns performed such duties as floor direction, operating studio camera/prompter, system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities, researching log discrepancies and network desktop administration.	Bob Jones University Clemson University Lyndon State College Newberry College North Greenville College Tri County Tech-Pendleton, SC USC-Upstate
WHNS Web Site	August 1, 2005 - July 31, 2006	WHNS web site instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are listed.	WHNS Web Site
WHNS-TV on-air announcements	August 1, 2005 - July 31, 2006	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are listed.	WHNS - TV
Programs sponsored by educational institutions relating to career opportunities in broadcasting	August 4 - 5, 2005	WHNS-TV News Director, Kyann Lewis, News Anchor, Stephanie Maxwell, and Report, Jennifer Phillips manned the Meredith - WGCL booth with other Meredith employees. This event was attended by approximately 3,000 members. Many came with tapes to review as candidates for open positions.	National Association of Black Journalists (NABJ), Annual Conventions held in Atlanta, GA
Media Sponsor/ Partner	August 7 - 10, 2005	WHNS' sponsorship of the Urban League of the Upstate Job Fair. Station produced "Job Tips Series" for interviewee's on how to dress, how to prepare a resume, questions to ask, etc., spots aired 8/01/05 - 8/10/05 leading to the job fair connection on 8/10/05. WHNS aired a total of 93 spots, and also ran a news story on 8/06, 8/09 and 8/10 on "The 10 O'Clock News" promoting the Urban League Job Fair.	Greenville Urban League of the Upstate's 2005 Career Connection
Job Fair	August 10, 2005	WHNS Department heads (Phyllis Olson/Business Manager, Kyann Lewis/News Director, Terry Conway/General Sales Manager, Alan DeFlorio/National Sales Manager & Joan Lovelace/Human Resources) manned the station's booth at the annual Career Connection Job Fair. Managers spoke with job seekers concerning current WHNS' job openings. Actively recruited for a Local Sales Account Executive, Senior Promotion Producer, News Anchor/Reporter, News Producer, Photographer and interns. Over 4,500 job seekers attended the event.	Greenville Urban League of the Upstate's 2005 Career Connection

**WHNS Recruitment Initiatives Report**  
**August 1, 2005 through July 31, 2006**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting	August 31, 2005	Diana Watson, News Anchor, spoke to a group of teachers and parents at a breakfast meeting to kick-off this year's Red Ribbon activities. The goal of this group is to remind student's and adults to live a drug-free lifestyle.	Greenville Tech - Greenville Family Sponsorship
Programs sponsored by educational institutions relating to career opportunities in broadcasting	September 2, 2005	Diana Watson, News Anchor, spoke to six classes of students at Beech Springs Intermediate School. The schools fifth and sixth graders held their Star Reader Day, and they selected Diana to read to them. Diana read to the students and answered questions about her job. Teachers, Sarah Coyle and Brook Wiant were also present.	Beech Springs Intermediate School Duncan, SC
Programs sponsored by educational institutions relating to career opportunities in broadcasting	October 11, 2005	Kyann Lewis/News Director and Steve Dunning/Chief Photographer met with a class of 16 Media Communications students at Clemson University, and discussed specifics on how to get into broadcasting, and what it is like working in TV news. The students were encouraged to apply for a internship at local TV station. They also did a demonstration involving a news vehicle to show what kind of gear is used and needed for a news station vehicle.	Clemson University
Programs sponsored by educational institutions relating to career opportunities in broadcasting	October 19, 2005	Deilia Williams, WHNS Senior Producer met with multi-media graduating/senior students, at ITT Technologies, for mock interviews and provided feedback to the students. Part of this process included reviewing and critiquing portfolios, demo reels and interviewing skills. The students ages were 18 years and older.	ITT Technologies Inc.
Programs sponsored by educational institutions relating to career opportunities in broadcasting	November 3, 2005	Weather Presentation by WHNS Broadcast Talent, Michael Smith and Jillian Simmons to 3rd graders about the different seasons and weather changes we experience in our area, and what it is like to be a broadcast meteorologist. Spoke to the students about weather safety. Questions and answers followed the session. There were approximately 25 students in this session.	Varenes Elementary School Anderson, SC
Programs sponsored by educational institutions relating to career opportunities in broadcasting	February 16, 2006	Kyann Lewis/News Director and Diana Watson/News Anchor participated in a panel discussion lead by Dr. John Armstrong/Media Studies Professor at Furman University. Discussion included news ratings, revenue pressures, the conglomeration of media outlets, and localism. We answered questions from Dr. Armstrong and from the audience. There were approximately 50 people attending this meeting.	Greenville Chapter of the Association for Women in Communications Symposium
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 7, 2006	Steve Dunning/Chief Photographer and Jennifer Phillips/Reporter met with class of 20 media communications students at Clemson University. These students were interested in careers in either television or radio. Steve and Jennifer answered their questions, and encouraged the students to participate in internship program.	Clemson University
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 15, 2006	Joan Lovelace/Personnel Administrator attended the North Greenville College annual Career Fair to promote employment and internship opportunities in television broadcasting, and were actively recruiting for an Interactive Producer, Graphic Artist & Creative Services Writer/Producer.	North Greenville College Tigersville, SC
Job Fair	March 28, 2006	Participated in annual SCBA career job fair. Phyllis Olson/Business Manager and Kelly Boan/Assistant News Director spoke with over 150 students regarding job possibilities and their area of interest. Recruiting rising seniors and juniors for internship opportunities. Spoke with University department heads who accompanied students, and provided literature regarding WHNS internship program.	South Carolina Broadcaster Association's Annual Collegiate Job Fair - Columbia, SC

**WHNS Recruitment Initiatives Report**  
**August 1, 2005 through July 31, 2006**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (If applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting	March 30, 2006	Stephanie Maxwell/News Anchor/Reported represented the station at the United College Fund Education Gala. This event raises funds for college.	Watkins/Garrett/Wood
Career Fair	May 17, 2006	Joan Lovelace/Personnel Administrator, Deilia Williams/Senior Promotion Producer and Eric Clark/IT Administrator attended ITT Technical Institute annual Career Fair to promote employment opportunities in television broadcasting, and were actively recruiting for an Interactive Producer, Graphic Artist & Creative Services Writer/Producer.	
Equal Employment Opportunity Training	April 5, 2006	12 Department Managers and Supervisors, including the Station General Manager, participated in a half day of Targeted Selection Interview training and practice seminar. This training also included 6 hours web based training. This seminar covered the hiring practices, and hiring the right candidate through behavioral question while meeting all EEO requirements.	Meredith Corporation's Training Department
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 7, 2006	Two high school students from T. L. Hanna High School, participated in school - to work program - Job Shadowing. They spent one day observing station's sales department and attended department sales meeting.	T. L. Hanna High School
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 12, 2006	Deilia Williams, WHNS Senior Producer, met with evaluating committee to discuss student scholarship applications, and to determine who the scholarships will be awarded to. The committee evaluated upcoming sophomores, juniors, seniors and grad students at University of South Carolina who are seeking Mass Communications degrees, and who were applying for scholarships. They were judged on grade (GPA), community involvement, broadcast involvement and financial need.	South Carolina Broadcasters Association (SCBA) Scholarship Committee
Legal Meeting - On-Going Employee and Intern training	April 12, 2006	Perry Bradshaw/Meredith corporate attorney met with News and Production employees to discuss legal issues you run into covering news stories. Discussed issues involving private property and use of hidden camera/microphones. Video examples were shown and questions answered following presentation. WHNS interns were invited to attend the sessions.	Meredith Corporation Legal Department
Programs sponsored by educational institutions relating to career opportunities in broadcasting	April 20, 2006	14 Children (age 14 yrs and older) / 2 Adults Station Tours include demonstration in Master Control, Production, Editing, News Room and Studio, including a weather demonstration with the green screen. This group was able to see behind the scenes of the newscast, and they especially enjoyed seeing how the weather was forecasted and how we used the green screen to show the weather. Questions may be asked by the group at any point during the tour. Tour Leader: WHNS News Production Manager	Home School Co-op
Job Fair	April 25, 2006	Kyann Lewis/News Director reviewed and critiqued resume tapes of 2 college student seeking careers in broadcasting. Students while attending the RTNDA conference in Las Vegas, NE.	Radio-Television News Directors Association - RTNDA
Career Fair	April 26, 2006	Broadcast materials for all Meredith stations were provided to job candidates by Meredith's station - KVVU-TV in Las Vegas, NV. Career Fair promoted diversity and advancing opportunities for job seekers interested in broadcasting careers.	National Association of Broadcasters - NAB 2006 - The World's Largest Electronic Media Show

**WHNS Recruitment Initiatives Report**  
**August 1, 2005 through July 31, 2006**

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Programs sponsored by educational institutions relating to career opportunities in broadcasting	June 21, 2006	Dellia Williams, Senior Promotion Producer, was asked by David Dara/ITT Technical Institute Instructor to review and critique multi media students PSA spot for "Children's Little Theatre". The students came to the station and the spot was ran overnight as PSA for Students.	ITT Technical Institute - Greenville, SC
Programs sponsored by educational institutions relating to career opportunities in broadcasting	June 23, 2006	Jennifer Phillips/Reporter emceed this event which recognized strong women in the community. There were 500+ adults in attendance.	Greenville Cultural Exchange Women Builders of Communities and Dreams